



who am i?

The LGBTQ+ Leadership Programme.



CREATE SPACE WORKSHOPS



“This programme is essential to equip any leaders and shapers within our community.”

Gurchaten Sandhu, UN-GLOBE President

“Queer people don’t grow up as ourselves, we grow up playing *a version* of ourselves that sacrifices authenticity to minimise humiliation and prejudice. The massive task of our adult lives is to unpick which parts of ourselves are truly us and which parts we’ve created to protect us.”

OVERVIEW

About *'Who am I?'*

Our tailored leadership programmes tackle **distinct issues faced within the LGBTQ+ community** - specifically designed to **supplement and support in-house services, strategies and teams**. We expertly facilitate **challenging conversations** relating to identity, trauma and shame **in a safe, contained and confidential environment**.

Employees acquire the tools, understanding and support network for **maintaining their own mental health and well-being**. We support individuals at every level with becoming more authentic, impactful and compassionate leaders. When applied across an organisation, we know this contributes to a **more inclusive, supportive and happier workplace**.



PROGRAMME STATISTICS

250+
PROGRAMME
PARTICIPANTS

100%
SAY THEY
WOULD HIGHLY
RECOMMEND

95%
RATED IT 4 STARS
AND ABOVE.

Participants include execs from these highly-regarded public and private sector organisations:



1. WHY DO WE NEED THIS PROGRAMME?

We know that LGBTQ+ well-being needs are unique.

This programme has been carefully informed by the **lived and professional experience of our global team of experts**, as well as the **valuable insights we have collected from our diverse network of participants**. Our own research indicates that pressures felt by many LGBTQ+ employees at work are often directly related to ongoing internal conflicts regarding their personal identity.

Did you know?

LGBTQ+ individuals are three times more likely to experience anxiety and depression compared to the general population, with over 50% admitting they have suffered from mental health issues. **(Source: Stonewall)**



2. HOW DO WE HELP?

Tailored conversations that allow for more impactful results.

This programme is designed to **support a wider D&I strategy, Mental Health and Leadership Development work** by addressing the unique issues faced within the LGBTQ+ community.

Led by our **expert facilitators**, we tackle root issues in a **safe and private setting**. Participants tell us that these identity-based struggles would never normally be brought up 'at work', no matter how inclusive and open the company. However, these important conversations are key to moving forward.



TESTIMONIALS



“Probably the best ten hours I’ve spent learning about myself.”

Adrian Hyrylainen-Trett, Global Inclusion and Diversity Manager at **ENEI**



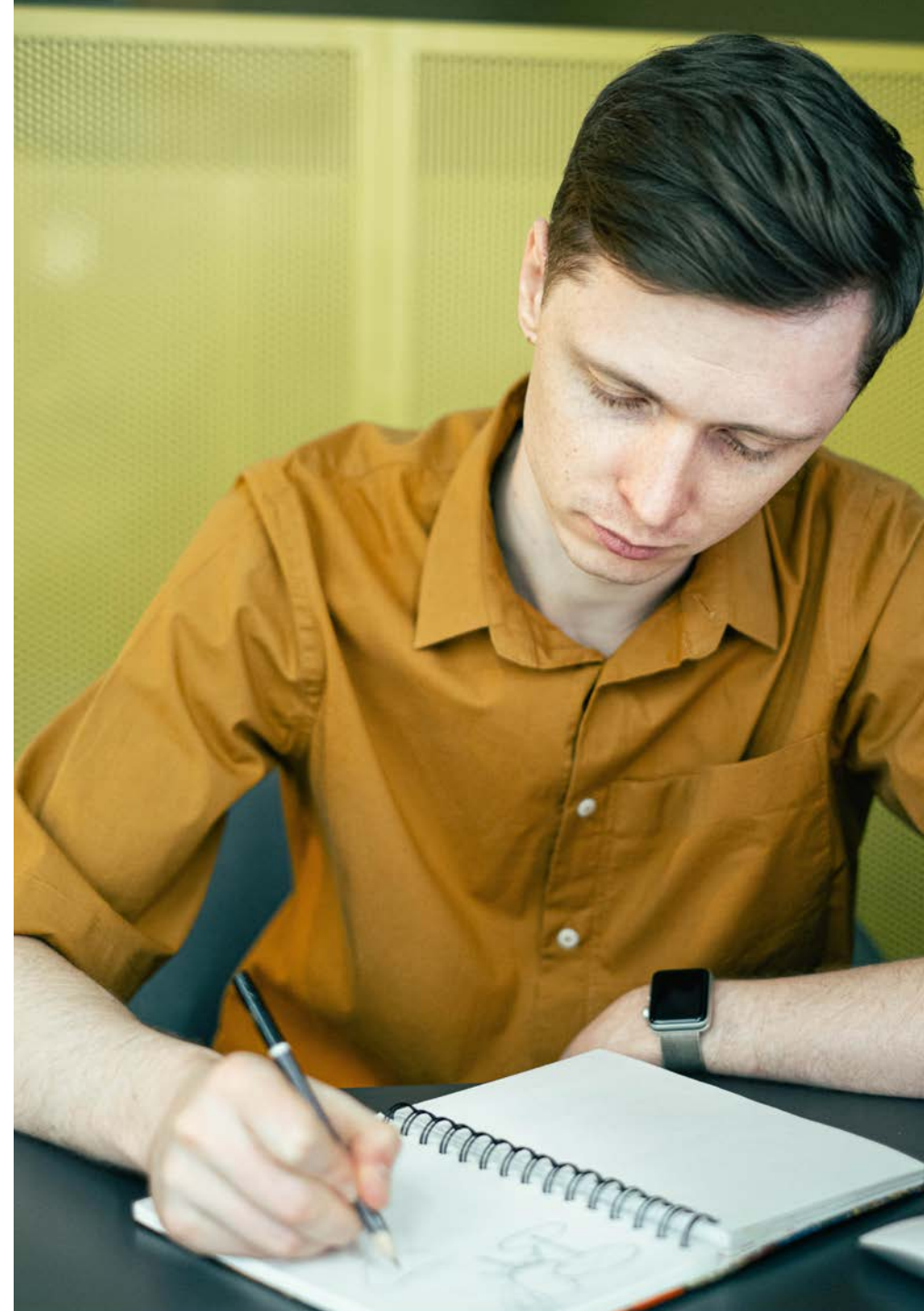
“The programme inspired me in so many ways. It made me think much deeper and differently than any other leadership experience I’ve done.”

Laura Devaney, Co-Lead of Open&Out at **Johnson & Johnson**

2. HOW DO WE HELP?

A wide combination of tried and tested interactive workshops.

Identity is at the core of our programmes because we have learnt that it is the key to unlocking **self-empowerment** and **authentic leadership**. We use a wide combination of workshops ranging from **applied neuroscience teachings** to **developmental coaching, holistic practices** and **peer-to-peer learning** opportunities.



Please note

Our extensive psychological research shows that the more tailored each programme, the more impact it will have. This comes down to building psychological safety amongst participants but also allowing for more peer-to-peer learning through shared similar experiences. For this reason we have developed three bespoke programmes, each with different programme content, teams and dates dedicated to specific demographics, geographic locations and identities: **GBTQ**, **LGBTQ** and **TQ+**. We leave it up to the individual to decide which programme best resonate with them.



Why use us, an external company?

Psychological safety is so important to allow participants the freedom to share and be vulnerable.

Spaces on our programmes are limited to **one participant from each company** to **retain anonymity** and **build a wider support network**.

95%

SAID THEY
WOULD NEVER
HAVE HAD THESE
CONVERSATIONS
AT WORK.

67%

SAID THEY WOULD
DEFINITELY NOT
HAVE ATTENDED IF
OTHER COLLEAGUES
WERE PRESENT.

89%

SAID THE FACT IT
WAS ONLINE AND
ANONYMOUS MADE
IT MUCH EASIER TO
OPEN UP.

3. WHAT IS THE RESULT?

Employees feel empowered and supported to reach their full potential.

Through our programme, participants establish **action-orientated well-being goals** and objectives; empowered with practical next steps, a **self-care tool kit** and **support network** to further build connection and resilience.

Employees who feel **more confident** in being their full-selves at work and become **more intuitive** with the lifestyle choices and business decisions they make. (AOM)



TESTIMONIALS



“I left this experience with new tools and actionable steps to employ on my mental health journey.”

Brennan Marshall, Business Operations and People Director **PwC**



“An emotional and powerful experience. A supportive safe space which allowed us to be authentic and vulnerable”

Carol O’Keefe, Global Markets Manager at **J.P.Morgan**

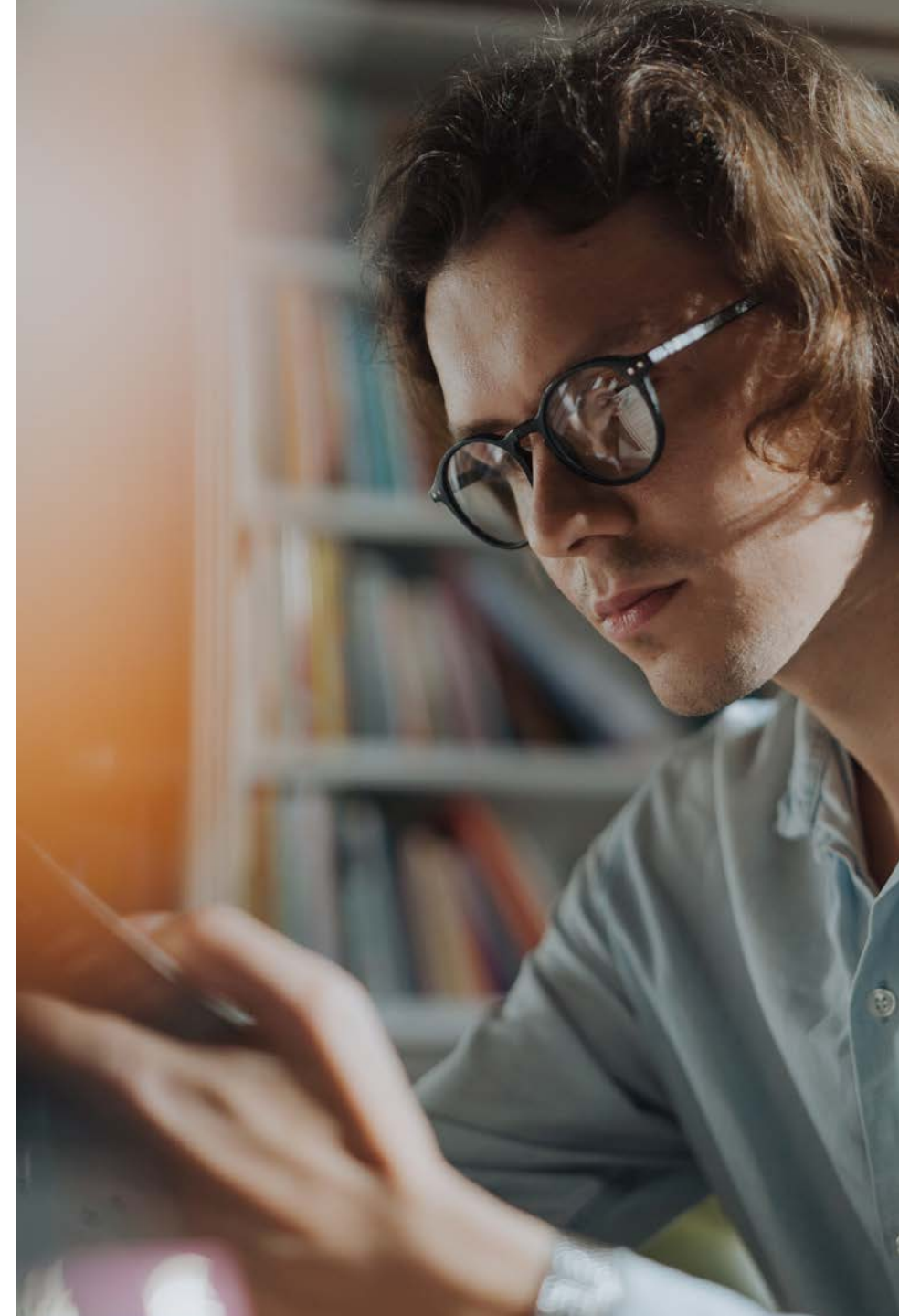
4. WHAT ARE THE COMPANY BENEFITS?

A more inclusive work environment, for everyone.

This bespoke programme is available to **enhance any existing strategy work** and help you create a more supportive workplace.

By investing in the **long-term well-being of minority group employees** we **normalise the discussion of heavily stigmatised issues**, not just at work, but in society.

Employees who feel secure in their identity at work become **more innovative, compassionate and impactful leaders**, a benefit felt across the entire organisation. *(AOM)*



TESTIMONIALS



“The most amazing thing about the programme was realising how much I needed it.”

Matthew Shaw, Editor at **BBC**



“I felt like a weight had been lifted from my shoulders.”

Ben Firth, Associate Director at **EY**



About the founder.

Michael Edward Stephens

Michael is a *MQ Mental Health* ambassador and founder of *Create Space Retreats and Workshops*, organising programmes promoting the importance and value of self-care, specifically within the business and LGBTQ+ communities.

"I struggled for many years accepting my own sexuality. Since coming out over 10 years ago, I've also battled with mental and physical health challenges, and worked through periods of complete exhaustion. I'm so thankful that I was eventually able to address these issues before it was too late. Doing this work to understand myself better probably saved my life."

Safety.

Safety is our main priority. For this reason we ask all participants to complete a pre-assessment, before we can confirm their place on the programme. These are standard questions, there to protect the safety of everyone involved. This information will only be shared on a 'need to know' basis and will be GDPR compliant. We will also be undertaking other necessary safety measures during and post.



Example virtual retreat programme.

Day 1

- 09:00** Introductions
- 09:30** LGBTQ+ culture, history and community
Our collective struggle to 'be ourselves'
- 10:00** Mindful movement and breathing
- 11:00** What is identity?
The significance of shame, guilt and trauma
- 12:00** Self-Acceptance (Guest speaker)
- 12:30** Intersectionality and my identity
Race, religion and social backgrounds.
- 14:00** Key relationships (work, family, romantic etc)
- 15:30** End of day one

Day 2

- 09:00** Recap and Q&A
- 09:30** What is authenticity?
Developing self-awareness tools
- 10:00** Inner child work
- 10:30** Success, failure and achievement
- 11:00** Breathwork session
- 12:00** What are my needs and values?
'Future self' - Do I need to make changes?
- 14:00** Building resilience
- 15:00** Integration and closing
- 15:30** End of day two

Please note that the programme will differ based on the audience (**GBTQ**, **LBTQ** or **TQ+**).

We operate across two time-zones (UK and US). The programmes run 09:00 - 14.30 both GMT and CST.

Important information about the virtual programme.

How many participants are there?

There will be a maximum of fourteen participants on each programme.

Spaces are limited to one participant from each company to retain anonymity.

How are the groups divided?

Studies show that this work is most impactful with groups who have shared similar experiences. For this reason we have different programmes and dates dedicated to specific groups: **GBTQ, LGBTQ, TQ+**.

We will do what we can to provide you with equal opportunities for all your LGBTQ+ employees.

How much does it cost?

The standard 2 day virtual programme cost is £550pp.

Businesses are able to secure discounted employee packages of x5 (£2500) or x10 (£5000).

What is the cancellation policy?

We can facilitate a participant exchange for another employee within the same organisation up to two weeks prior to the programme start date.

If you have any more questions please do not hesitate to get in touch.

Process for ERG/D&I leads.

1. Welcome

Introductory video call to present programme (30mins).

+ Optional follow up call with all relevant decision makers (30mins).

2. Planning

Optional video call to present to the wider network (45min).

An opportunity to introduce some of the content and ask any questions.

3. Follow Up

Attendance report and confirmation.

Participants become 'internal ambassadors' for the programme.

Access to our survey data and feedback.

We are always on hand to answer any questions from past, present or future participants.

Support we provide participants.

At least two weeks before

Medical assessment and pre-assessment questionnaire.

Optional pre-call with us.

One week before

Introduction pack with a 'pre-workbook'.*

The course itself (Our two day programme run 9:00-15:30 GMT and CST)

At the end of day one, participants will be provided with a task to help with process and reflection.*

We will ask for participation and commitment to complete the full programme.

One week after

A tool kit and recommended reading list will be provided accompanied by some useful links.

One month after

An optional follow-up zoom call to check-in with the rest of the group.

*All 'homework' tasks have been designed to maximise your understanding, development and learning experience.



A bit about Create Space.

Create Space is a global retreat and workshop planning business, based in the UK. Our unique transformative programmes are designed to inspire, empower, and build a more supportive community. We want our guests to leave excited to continue on their own path of self-discovery, self-care, and with a deeper connection to what is meaningful to them.

Our not-for-profit board of directors.

We Create Space is our registered not-for-profit organisation through which we support the wider LGBTQ+ community with well-being programmes and initiatives.

"As an organisation we always aim to provide an inclusive experience that encourages, supports, and celebrates the diverse voices of our participants. When we are exposed to new ideas and perspectives, we often learn something new about ourself too." **Directors of *We Create Space CIC***



Ajay Pabial



Maylis Djikalou



Gurchaten Sandhu



Michael Stephens

Thank you!

For more information, or if you have any questions please do not hesitate to get in touch.

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Let's create a more inclusive
workspace, for everyone.

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